

BUILDING TRUST WITHIN A TEAM

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- Founded in 2001 by collaboration between International Aids Vaccine Initiative (IAVI) and Uganda MOH
- RESEARCH



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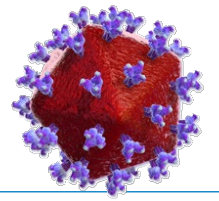
Vision: A healthy and productive world free of HIV/AIDS



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UVRI-IAVI current studies



HPTN 084

PrEP (Oral vs Injectable)

MAGY - Epidemiological Research

HIV & STIs

C100- bnabs

COVID studies

Phase III vaccine trials

Chili



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International Collaborations – CAPACITY BUILDING

Institution	Area of interest
University of Toronto	Microbiome
University of North Carolina	TB/HIV epidemiology, Cross border Mobility patterns
University of Washington	Broadly Neutralizing Antibodies
Imperial College (UK): HIL	ELSPOT assays, Flow cytometry
University of Antwerp	Clinical trials
Ghent University	Epidemiological research



UNIVERSITY of
WASHINGTON

Imperial College
London



Universiteit
Antwerpen



GHENT
UNIVERSITY



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BUILDING TRUST WITHIN A TEAM

1.Be confident in your team members

2.Have confidence in you

3.Be vulnerable



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Crowd, Group, Team

- **Crowd** – a large number of people in the same place
- **Group** – a small number of people who are together in the same place
- **Team** – a group of people who work together
- **Teamwork** – work that you do together with other people

(MACMILLAN ENGLISH DICTIONARY for advanced learners – International Student Edition)



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TRUST definition

- firm belief in the reliability, truth, or ability of someone or something.
- "relations have to be built on trust"

Similar:

- confidence
- belief
- faith
- freedom from suspicion/doubt
- sureness



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Why build trust?

Africa comprises 15% of the world's population but bears 25% of the global disease burden and produces only 2% of the world's research output

Kasprowicz, V.O., Chopera, D., Waddilove, K.D., Brockman, A., Gilmour, J., Hunter E., Kilembe W., Etienne Karita, E., Gaseitsiwe S., Sanders, EJ and Ndung'u, T. African-led health research and capacity building- is it working?. BMC Public Health 20, 1104 (2020). <https://doi.org/10.1186/s12889-020-08875-3>



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Where are we going?

“Coming together is a **beginning**;
keeping together is **progress**;
working together is **success**.”

Henry Ford



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RESEARCH

Collaborative

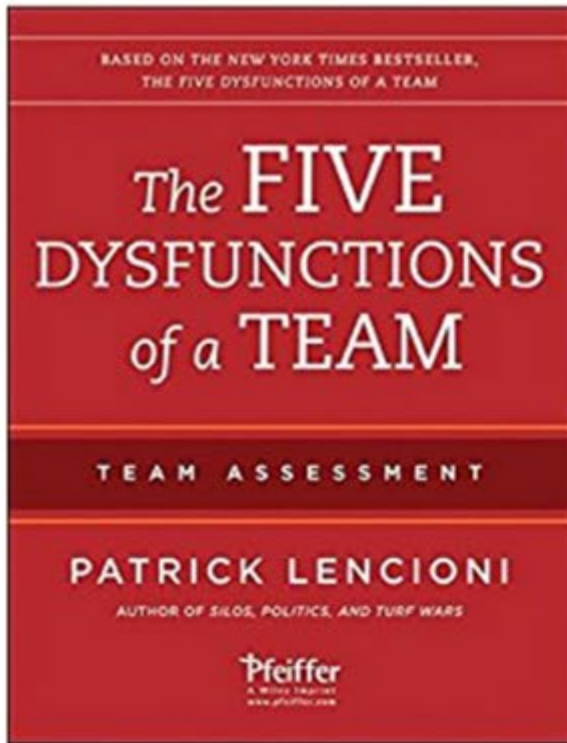
Creativity- innovation

Multiple disciplines



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The power of teamwork

“If you could get **all the people** in an organization rowing in the **same direction**, you could **dominate any industry**, in **any market**, against **any competition**, at **any time**.”

Patrick Lencioni



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Teamwork in your language

- Ayakau kapei erai ngikup – *Karimojong*
- Unity is strength – *English*
- Note en teko – *Lango*
- Agaliawamu ge ga luma enyama – *Luganda*
- Cingi keni pe konyi - *Lango*



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Proverbs or sayings in your language about TRUST



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Teamwork – Biblical examples

Ecclesiastes 4:9-12

⁹ Two are better than one,
because they have a **good return for their labor:**

¹⁰ If either of them falls down,
one can help the other up.

But pity anyone who falls
and has no one to help them up.

¹¹ Also, if two lie down together, **they will keep warm.**
But how can one keep warm alone?

¹² Though one may be overpowered,
two can defend themselves.

A cord of three strands is not quickly broken.



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Laws of teamwork – John C. Maxwell

- The law of the big picture - *the goal is more important than the role*
- The law of the campus - *vision gives team members direction and confidence*



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Laws of teamwork – John C. Maxwell

- The law of the price tag - *the team fails to reach its potential when it fails to pay the price*
- The law of the scoreboard - *the team can make adjustments when it knows where it stands*
- The law of identity - *shared values define the team*
- The law of communication - *interaction fuels action*
- The law of the edge - *the difference between two equally talented teams is leadership*
- The law of the high morale - *when you're winning, nothing hurts*
- The law of dividends - *investing in the team compounds over time*

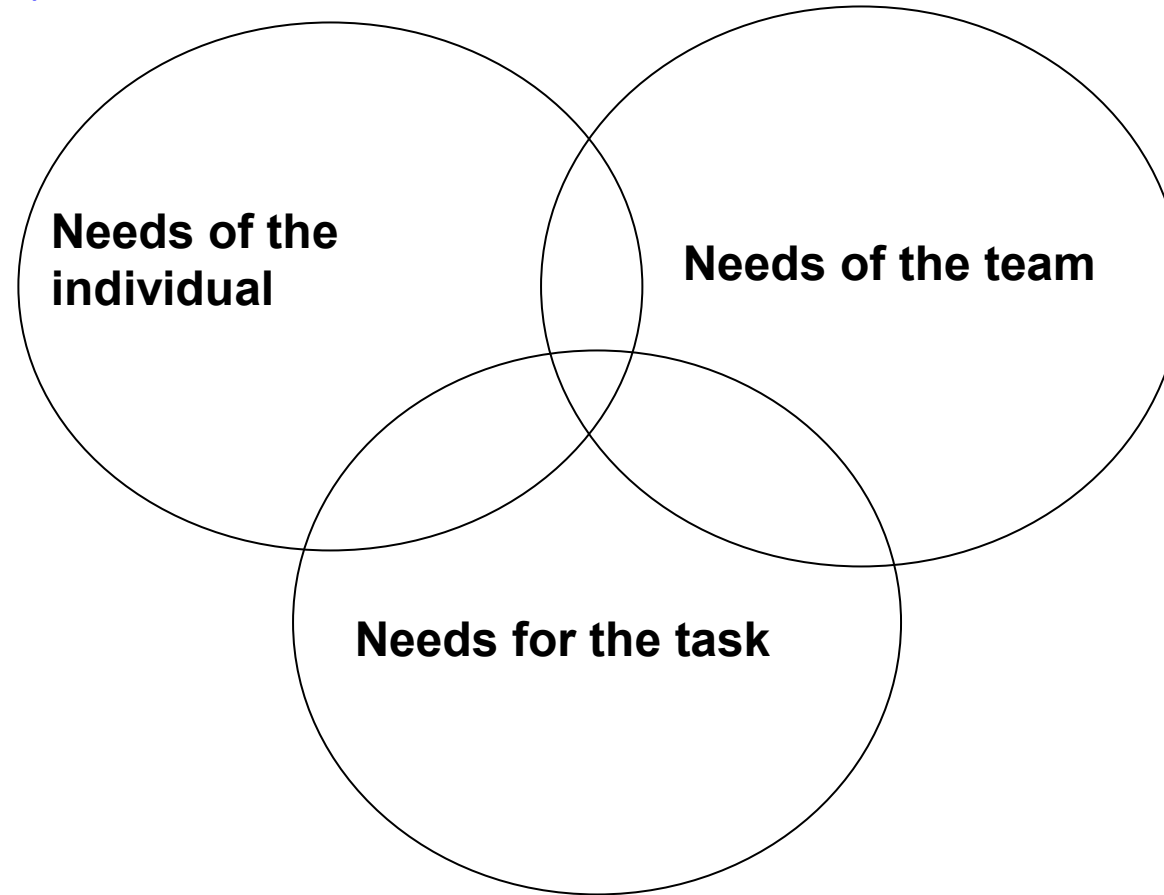


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The leader's task in teamwork

Provide for:



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Connect with team members so they bring their A game

Each member is unique & will bring invaluable
contribution greater work efficiency

Team with a common goal achieves more



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Some key values

Values

- Trust & trustworthiness / openness
- Mutual respect for diversity of opinion
- Commitment & dedication
- Transparency & accountability to each other
- Focus on team goal / achievement

Five dysfunctions of a team

- Absence of trust
- Fear of conflict
- Lack of commitment
- Avoidance of accountability
- Inattention to results



Laws of teamwork – John C. Maxwell

Give up on being superman or superwoman. Be real!

- The law of countability - *teammates must be able to count on each other when it counts*
- The law of the niche - *all players have a place where they add the most value*
- The law of Mount Everest - *as the challenge escalates, the need for teamwork elevates*
- The law of significance - *one is too small a number to achieve greatness*
- The law of the chain - *the strength of the team is impacted by its weakest link*
- The law of the catalyst - *winning teams have players who make things happen*



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“Remember, teamwork begins by building trust. And the only way to do that is to overcome our need for invulnerability.” Patrick Lencioni



I invite you to be vulnerable & yes, encourage vulnerability in your teams!



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